

Indigenous Program Guide

A Guide to Partnering with
The Mosaic Company in Saskatchewan



Community Investment

At Mosaic, we understand that the sustainability of our business and our communities are strongly linked. We strive to be a thoughtful and engaged neighbour who invests carefully and generously, and, through working together, we identify strategic opportunities to target grant funding to initiatives and projects that are important to the growth and sustainability of First Nations and Métis communities in the areas where we operate.





The Mosaic Company

At Mosaic, our mission is to help the world grow the food it needs. By striving to produce and deliver the highest quality, most innovative fertilizer products, we help farmers rise to the challenge. Because they are accountable for about half of the world's crop yields, fertilizers are critically important to global food production systems.

Saskatchewan is home to the world's largest known reserve of potash. Potash is found in large deposits nearly a mile underground. Mosaic's potash mining history in Saskatchewan stretches back more than 50 years, when our legacy companies recovered the first potash in the province.

We currently employ approximately 2,000 Saskatchewan employees at five potash mines located in Belle Plaine, Colonsay, and Esterhazy. Our business unit head office is located in Regina.

Grant Funding Focus Areas

1. Local Community

Our local communities are our homes. We understand that for Mosaic to prosper, our communities must also. To support our communities, we fund the following:

- a) Partnerships that enrich the long-term strength of communities where we have facilities and offices

2. Food

Mosaic's mission is to help the world grow the food it needs. To help feed a growing global population and address widespread hunger, we fund the following:

- a) Hunger, food insecurity and food system development in local communities where we have facilities and offices
- b) Agricultural research, education and extension programs, primarily focused on balanced crop nutrition and increasing the capacity for farmers to grow more food sustainably

3. Water

Water is the greatest limiting factor to growing more food. To help support water conservation, we fund the following:

- a) Habitat conservation: conserving resources and encouraging stewardship of the environment, including biodiversity and habitat protection where we have facilities and offices
- b) Nutrient stewardship and ecosystem management programs: promoting sustainable agriculture and best-management practices in key watersheds where we have facilities and offices
- c) Watershed restoration: funding in areas where we have facilities and offices



Grant Eligibility

Eligible for funding

- Applicants must be a charitable organization with the Canadian Revenue Agency, or an equivalent institutional registration
- Applicants must be located in geographic areas surrounding Mosaic locations and offices in Belle Plaine, Esterhazy, Colonsay and Regina.
- We prefer that requests not exceed 10 per cent of an organization's annual operating budget and 50 per cent of the program's annual budget

Not Eligible for funding

- Individuals or private fundraisers supporting an individual or family
- Granting organizations
- Political or private membership organizations, unless the organization conducts charitable work for the purpose of supporting the entire community
- Faith-based organizations, unless the organization conducts charitable work for the purpose of supporting the entire community
- Public policy, grassroots organizing, advocacy and electoral campaigns
- Endowment campaigns

Application Process

If you are seeking funding from Mosaic for a project, please follow these steps:

STEP 1

Contact Mosaic's Public Affairs team to discuss the project.

Phone: 306-523-2857 | **Email:** indigenous.engagement@mosaicco.com

STEP 2

The Mosaic Public Affairs Team will review the project and determine whether it adheres to our funding guidelines and if it is a project we would like to fund.

STEP 3

The Public Affairs Team will contact you about the project and discuss next steps. At this point, they may ask you to apply for funding using our online grant application system.

Scan the QR Code with your mobile device to view application:



Our grant application period is January 1 – November 1 each year.

You will receive final email notification from Mosaic within six weeks of your submission. Funds take two to six weeks to process.

Projects Funded

Here are some examples of projects and initiatives that Mosaic has supported:

Mining the Future Indigenous Summer Student Program

Mosaic hired 9 Indigenous students to work in Engineering, Power Engineering, Lab Technician, and Instrumentation.

Construction Worker 101 Part 2 Home Build Kahkewistahaw June 2022 Home Give Away

12 students, 6 from each community learning safety and trades skills to build a home for a community elder. Each student received 300 hours of work experience from Saskatchewan Youth Apprenticeship program.

Morris Interactive/Cowessess Digital Transformation Mining Program

Mosaic and Morris Interactive partnered to create a mine readiness course. 12 students were chosen from treaties 4,5,6. The course is a partnerships of Cowessess First nation, Zagime Anishinabek, and Kahkewistahaw First Nation.

Zagime Anishinabek Sweat Lodge Construction

Mosaic's investment of \$45,000 allows for the rebuild of the structure which will be utilized by many First Nations people from surrounding First Nations including Cowessess, Kahkewistahaw, Ochapowace and many others from across Treaty 4 Territory. The funding provided by Mosaic will allow for a larger and healthier space for people to attend sweat lodge ceremonies.

The Key First Nation "Light em' Up"

Mosaic provided \$30,000 to The Key First Nation for trenches, ball diamond lights and a scoreboard for the community ball diamonds. The new lights will be used by the community running various sports programs.

Chili for Children

Mosaic provided \$5,000 toward Mothers' day and Fathers' day lunches for the community.

Working at Mosaic

We believe in growing our business by growing our people. We will ensure at least 15% of new hires are Indigenous candidates by 2025.

Our company culture embodies the smart and results-driven energy of our workforce. From our mines and ports to our local communities, we collaborate across the organization, see ideas through to completion, and make meaningful contributions. Our work is challenging and rewarding. See ideas through to completion, and make meaningful contributions. Our work is challenging and rewarding.

Our Priorities

DEVELOP, ENGAGE AND EMPOWER OUR PEOPLE

Work together to build a culture based on our guiding principles, where people are proud to work and grow.

GROW AND STRENGTHEN OUR BUSINESS

Maximize efficiency, accelerate growth, and deliver exceptional products and services for our customers – safely and sustainably

CREATE VALUE FOR OUR STAKEHOLDERS

Be transparent, operate responsibly, build trusted relationships and help our stakeholders thrive.

Career Opportunity Areas

- Engineering
- Skilled Trades
- Accounting / Finance
- Environmental Health & Safety
- Information Technology
- Supply Chain
- Human Resources
- Public Affairs
- Operations
- Legal
- Commercial
- Procurement

For a complete listing of our current job opportunities, visit: mosaicco.com/careers



Business to Business

Becoming a Supplier to Mosaic

We meet with a wide variety of Indigenous-owned contractors on a regular basis. Suppliers interested in becoming a vendor to Mosaic should submit a request to the following email address:

contactus-mosaic@mosaicco.com

In your email, please include the following: Full company name; Line of business; Company website; Product or service offering to Mosaic; Contact information of company representative; prior industry experience i.e. commercial, industrial etc.

In order to do work with Mosaic suppliers must meet the minimum following requirements:

1. Suppliers must review and complete Mosaic's Corporate procurement requirements, including:

- a. Mosaics Supplier Gifts and Ethics Policy
- b. Mosaic form of agreement (Terms & Conditions, Service Agreement, Engineering Service Agreement etc.)
- c. Contractor Safety Policies found here: <https://contractorsweb.mosaicco.com/>


2. Service providers must be registered with ISNetworld (<https://www.isnetworld.com/contractors#sign-up>). (Search for "The Mosaic Company" on ISNetworld.) All potential suppliers must meet Mosaic's grading criteria, and be willing to use Field Glass for invoicing purposes.
3. Material providers must be registered with ARIBA (Mosaic e-commerce procurement tool), or willing to register upon award of business.


While completing the above requirements does not guarantee business, Mosaic is committed to working with new vendors to identify opportunities to work together to support Mosaic's operations.

Environmental Sustainability

We work carefully to maximize efficiencies and minimize our use of energy and natural resources and have made significant progress in reducing Mosaic's environmental footprint. **Scan the code to read our 2020 State of the Business Report.**



20% 
Decrease of freshwater used per tonne of finished product by 2025

20% 
Decrease of green house gas emissions (GHG) per tonne of product by 2025